



Teacher Baseline Salary Grant

Preliminary Guidance for Local Education Agencies

School Year 2025-26

Publication Date:
February 14, 2025

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, age, veteran status, mental or physical disability, or any other basis prohibited by statute in its programs and activities. Inquiries related to department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Director of Civil Rights Compliance and MOA Coordinator (Title VI/Title VII/Title IX/504/ADA/ADAAA/Age Act/GINA/USDA Title VI), 7th Floor, 205 Jefferson Street, P.O. Box 480, Jefferson City, MO 65102-0480; telephone number 573-522-1775 or TTY 800-735-2966; fax number 573-522-4883; email civilrights@dese.mo.gov.

Contents

REVISION HISTORY	3
INTRODUCTION.....	3
STATUTORY BASIS.....	3
ELIGIBLE LEAS.....	4
ELIGIBLE EDUCATORS.....	4
ELIGIBLE FUNDING	5
INELIGIBLE COSTS	6
SALARY SCHEDULES.....	6
SALARY SCHEDULE COMPRESSION	6
CHARTER SCHOOLS	7
VACANCIES	7
COMPLIANCE PLAN APPLICATION PROCESS	7
MOSIS/CORE DATA REPORTING	9
STAFF UPDATES.....	9
KEY DATES	9
FINANCE CODING.....	9
STATE REIMBURSEMENT PAYMENT	10
CONTACT INFORMATION.....	10
APPENDIX A: APPLICATION INSTRUCTIONS	11
APPENDIX B: TBSG TEMPLATE FIELDS	12
APPENDIX C: MOSIS EDITS.....	14
APPENDIX D: SALARY SCHEDULE EXAMPLES	15

REVISION HISTORY

The table below reflects revisions and updates made to the Teacher Baseline Salary Grant (TBSG) guidance document.

DATE OF CHANGE	SECTION/HEADING	PAGE NUMBER
2/14/2025	Entire Document for SY2025-26 Grant	Entire Document
2/24/2025	Introduction	3
2/24/2025	Salary Schedules	6

INTRODUCTION

The Missouri Department of Elementary and Secondary Education (DESE) is providing guidance for the school year (SY) 2025-26 TBSG to assist LEAs in preparing their Fiscal Year 2026 (FY 2026) salary schedule.

State funding for the SY 2025-26 TBSG is currently under consideration by the state legislature. If state funding is appropriated for FY 2026, funding will be available to qualifying local education agencies (LEAs). **If funding is not appropriated, LEAs should have a contingency plan in place to meet the minimum salary requirements outlined in Section 163.172, RSMo, which was modified by Senate Bill (SB) 727 (2024).**

For the FY 2026 TBSG, the baseline salary is established at \$40,000. LEAs can apply for grant funds to boost teacher salaries to the baseline amount of \$40,000, and \$46,000 for teachers with a master's degree in an academic teaching field directly related to the teacher's assignment and at least 10 years of public school experience (e.g. step 11 or greater). LEAs that have an established base salary of \$40,000 or less, and/or \$46,000 or less for teachers with a master's degree in an academic teaching field directly related to the teacher's assignment and at least 10 years of public school experience, per full-time equivalent (FTE) are eligible to apply. There is no local match required to apply for the grant.

LEAs interested in TBSG funding must:

- Complete the application process in the Compliance Plan within DESE Web Applications
- Submit MOSIS October Cycle Educator information.

Further information about TBSG funding and the application process is provided in the following sections.

This grant is subject to appropriation on an annual basis.

STATUTORY BASIS

The minimum teacher salary is established in [Section 163.172, RSMo](#). This statute was revised through SB 727 (2024). This revised the statute as follows:

- The minimum teacher's salary for SY 2025-26 is \$40,000 and the minimum salary for a full-

time teacher with a master's degree in an academic teaching field directly related to the teacher's assignment and at least ten years of public teaching experience will be \$46,000.

- The minimum teacher's salary for SY 2026-27 is \$40,000 and the minimum salary for a full-time teacher with a master's degree in an academic teaching field directly related to the teacher's assignment and at least ten years of public teaching experience will be \$47,000.
- The minimum teacher's salary for SY 2027-28 is \$40,000 and the minimum salary for a full-time teacher with a master's degree in an academic teaching field directly related to the teacher's assignment and at least ten years of public teaching experience will be \$48,000.

For the master's degree requirement, any degree area that supports the improvement or enhancement of instruction may be considered as related to a teacher's academic teaching field. Examples might include advanced content degrees related to the Missouri Learning Standards, as well as other supporting degrees such as curriculum and instruction, instructional technology, library sciences, school counseling, and school administration. For master's degrees that are not related to instruction, LEAs are not required to meet the \$46,000 requirement for teachers with at least 10 years of experience. Teachers with advanced degrees determined not to meet the statutory requirements for the \$46,000 minimum will still need to be paid at least \$40,000.

In addition, SB 727 established that beginning in SY 2028-29 and subsequent school years, the minimum salary shall be adjusted annually by the percentage increase in inflation using the Consumer Price Index (CPI) report for January of the given year. If the adjustment over the previous year is at least one percent, the minimum salary shall be adjusted by the same increase in inflation except no minimum salary increase will exceed three percent.

The penalty for non-compliance with the minimum salary requirements of Section 163.172, RSMo, is a reduction of the Basic Formula to the 1993-94 amount per eligible pupil ([Section 163.021.3, RSMo](#)). This ensures the compliance of all LEAs with the minimum salary requirements.

ELIGIBLE LEAS

All LEAs with a base teacher salary below \$40,000, and/or a master's degree with 10 years of public school experience (step 11 or greater) salary below \$46,000, are eligible to apply for this grant program. This is an optional grant program; however, the minimum salary requirements are mandatory under the statute.

ELIGIBLE EDUCATORS

All certified educators reported in the MOSIS October Cycle Educator submission under a position code of 40 (Library/Media), 50 (Counselor/Guidance), or 60 (Teacher) paid on the teacher salary schedule for the LEA, at an amount less than \$40,000 per FTE (or \$46,000 for teachers with a master's degree in an academic teaching field directly related to the teacher's assignment and at least 10 years of experience) for their regular teacher contract duties, are eligible. This may include staff serving as the full-time teacher of record under a substitute certificate if paid according to the adopted teacher salary schedule. For those serving on a substitute certificate, the LEA contribution assumed for the purpose of the grant is the same amount as teachers with a certificate on step one of the salary schedule.

Eligible educators include both state and federally paid staff. LEAs may use TBSG funds to increase the salaries of educators paid with federal funds. However, LEAs also have the option to use federal funds to increase the salary to the baseline amount. If federal funds are used, no amount is reported in MOSIS in the TBSG fields.

The grant application will ask for the FTE for each educator supported by the grant. Part-time educators are eligible at a prorated amount of the associated full-time FTE on the teacher salary schedule. See the proration example in the Eligible Funding section.

ELIGIBLE FUNDING

LEAs may request 100 percent of the salary difference from the baseline amount of \$40,000 plus an added 16 percent to cover related payroll benefits of the additional salary required to ensure a teacher receives \$40,000 per FTE for regular teaching duties. This should not include extra-duty pay, extended contract days, and career ladder pay. A similar approach would apply to a teacher with a master's degree and at least 10 years of experience to ensure a salary of \$46,000.

See the example below of TBSG funding for a full-time educator making \$30,000.

Step 1:

\$40,000 Baseline Salary - \$30,000 Actual Salary = \$10,000 Eligible TBSG Amount

Step 2:

\$10,000 Eligible TBSG Amount * 16% Benefit Allowance = \$1,600 Eligible Benefit Amount

Step 3:

\$10,000 Eligible TBSG Amount + \$1,600 Eligible Benefit Amount = \$11,600 TBSG Payment

See the example below of TBSG funding for a .50 FTE part-time educator making a prorated share of \$30,000.

Step 1:

\$40,000 Baseline Salary - \$30,000 Actual Salary = \$10,000 Eligible TBSG Amount

Step 2:

\$10,000 Eligible TBSG Amount * .50 FTE = \$5,000 Eligible TBSG **Prorated** Amount

Step 3:

\$5,000 Eligible TBSG **Prorated** Amount * 16% Benefit Allowance = \$800 Eligible Benefit Amount

Step 4:

\$5,000 Eligible TBSG **Prorated** Amount + \$800 Eligible Benefit Amount = \$5,800 TBSG Payment

Should the total amount of funding requested exceed available appropriations, a proration of the grant amount may be necessary.

INELIGIBLE COSTS

Extra duty pay, extended contract days, stipends, and career ladder pay may not be included as part of the base salary.

SALARY SCHEDULES

As part of the application process (described in further detail in Appendix A), LEAs must upload the FY 2025 and FY 2026 Salary Schedules. Grant allocations will be based on the FY 2026 salary schedule. The FY 2025 salary schedule will be used to compare “step and lane” amounts for the current year are not less than the previous year. The FY 2025 salary schedule baseline for comparison amount excludes any columns for state grant contribution amounts or additional local funds. The FY 2026 salary schedule must include the “step and lane” details of educator salaries. The steps of the schedule indicate the years of experience, while the lanes of the schedule designate educational credits and degrees. If an LEA has local funding in addition to the base salary, the salary schedule should also include a column with the local amounts for each step and lane. Appendix D provides example salary schedules. Please note, that the examples provided are only suggested and not requirements set by DESE.

The phrase “regular term salary” is defined as the educator’s base salary plus any local and/or compression amount paid by the district in addition to the base salary. The regular term salary does not include any TBSG funding, extra duty pay, extended contract day pay, stipends, or career ladder pay. The “regular term salary” is the amount DESE will use to calculate the state grant contribution amounts.

DESE has created a “Teacher Baseline Salary Grant Template” for LEAs to complete and upload as part of the application process. The purpose of the template is to collect salary information needed in order to calculate state contribution grant amounts. Specifically, it’s designed to assist LEAs in determining regular-term salary amounts and capture local and/or compression amounts. The template is described in further detail in Appendix B.

By requesting TBSG funding, LEAs may create unanticipated compression in salary schedules. LEAs do not have to address compression in salary schedule but should be aware of the impact of TBSG funding. Unanticipated compression occurs when an LEA adds additional local funds outside of the salary steps to create additional compression in the salary schedule. Local additional funds reduce the TBSG grant award amount. Salary compression is explained in further detail in the following section.

SALARY SCHEDULE COMPRESSION

Salary compression occurs when there is little to no difference in pay between educators regardless of differences in respective experience and education. See example below where TBSG funding up to the minimum salary threshold of \$40,000 may create compression in the first few steps of the schedule that has each educator, regardless of experience and education, making the same salary amount.

<u>Salary Step</u>	<u>Reg Term Salary</u>	<u>Grant Amount</u>	<u>Total Salary</u>
1	\$34,000	\$6,000	\$40,000
2	\$34,500	\$5,500	\$40,000
3	\$35,000	\$5,000	\$40,000

4	\$35,500	\$4,500	\$40,000
5	\$36,000	\$4,000	\$40,000

In this example, educators in Steps 1-5 are starting at the same salary, even though there may be different years of experience.

If an LEA chooses to address compression by adding additional local funds to the salary schedule, above the minimum required to achieve \$40,000, this amount will be subtracted from the grant award amount. See the example below where local funding has been added to the salary schedule to address compression.

Salary Step	Reg Term Salary	Grant Amount	Total Salary	Compression Local Amount	Revised Salary	Revised Grant Amount
1	\$34,000	\$6,000	\$40,000	\$0	\$40,000	\$6,000
2	\$34,500	\$5,500	\$40,000	\$200	\$40,200	\$5,300
3	\$35,000	\$5,000	\$40,000	\$400	\$40,400	\$4,600
4	\$35,500	\$4,500	\$40,000	\$600	\$40,600	\$3,900
5	\$36,000	\$4,000	\$40,000	\$800	\$40,800	\$3,200

CHARTER SCHOOLS

Charter schools with a defined teacher salary schedule should use the methods described herein to establish the teacher baseline salary. For charter schools without a salary schedule, the baseline salary for returning staff should be the prior year's salary amount plus any salary increases provided to all staff. For new staff, the baseline salary should be the agreed-upon salary without the baseline salary grant amount.

VACANCIES

The application deadline for this grant may close before all eligible staff have been hired for the next school year. In such cases, open positions that are budgeted but not filled should assume the amount for Bachelor's Step 1 on the salary schedule. Vacancies may also occur during the school year, resulting in staff with less than an FTE. In such cases, LEAs are expected to provide the late start date and/or early end date in the MOSIS October Cycle Educator Core and Educator School files for which a prorated amount should be reported to match the time of service. To provide accurate grant amounts while accounting for staffing changes, LEAs must update educator data by submitting the Educator Core file through MOSIS/Core Data in October and again no later than April 1.

COMPLIANCE PLAN APPLICATION PROCESS

In order to apply for the Teacher Baseline Salary Grant, LEAs will create and submit an application through DESE's Web Application, Compliance Plans. The elements of the required application are outlined in Appendix A. Applications should be submitted no later than August 18, 2025.

As part of the application process, LEAs will need to agree to the following assurances:

- The LEA assures that the data submitted in the application is accurate at the time of submission.
- If approved for the grant, the LEA will comply with applicable statute, regulation, and

- program rules.
- The LEA understands that the Teacher Baseline Salary Grant is an annual program, subject to appropriation and withholding.
- The LEA assures that it will only request Teacher Baseline Salary Grant funds for salary actually earned by eligible staff.
- The LEA assures that it has not reduced its salary schedule to increase grant fund eligibility.
- The LEA assures that it will meet the minimum salary requirements under Section 163.172, RSMo, including a minimum salary of \$40,000 and the requirement that full-time teachers with a master's degree in an academic teaching field directly related to the teacher's assignment and at least ten years teaching experience in a public school or combination of public schools to be paid a minimum of \$46,000.

LEAs will be required to submit three documents as part of the application process:

- FY 2025 Teacher Salary Schedule (PDF or Excel)
- FY 2026 Teacher Salary Schedule (PDF or Excel)
- Missouri Department of Elementary and Secondary Education Teacher Baseline Salary Grant Template (See Appendix B for file layout)

LEAs will need the following data on each eligible teacher:

- **Last Name** (required)
 - LEAs will submit VACANT in **Last Name** for the "to be hired" records where a name is not known.
- **First Name** (required)
 - LEAs will submit VACANT in **First Name** for the "to be hired" records where a name is not known.
- **Middle Initial** (optional)
- **Social Security Number** (last four digits only)
- **Position Code** (only 40, 50, 60 allowed)
- **FTE** (must be greater than 0.00 and less than or equal to 1.00, rounded to two decimal places)
- **FY 2026 Salary Schedule Column**
- **FY 2026 Salary Schedule Step**
- **Regular Term Salary without grant:** (Contract amount for regular term salary, without exclusions noted in Eligible Costs)

The template will be downloaded from the Teacher Baseline Salary Application in Compliance Plans. For the salary schedule column, include the degree and any additional hours (e.g. BS, BS+16, MA, MA+16) to match the appropriate column header in the FY 2026 salary schedule placement. For the salary schedule step, include the corresponding step number or letter for the FY 2026 teacher placement on the schedule.

The application process will require salary amounts to be rounded to the nearest whole dollar. Any baseline salary schedule amount, state grant match, or local match must be a rounded whole number. For cents between \$0.00 and \$0.49, round down. For cents between \$0.50 and \$0.99, round up.

Similarly, grant fund amounts will be rounded to the nearest dollar.

MOSIS/CORE DATA REPORTING

A field for Baseline Salary Grant (BSG) will be included with the October Cycle Educator Core and Educator School files in the MOSIS Data Collection System for the SY 2025-26. The field will collect the total salary supplement provided by the Teacher Baseline Salary Grant Program. Once reported in MOSIS, the data will be displayed on Core Data Screen 18.

The BSG field on the Educator Core file should include the state contribution amount provided by the Teacher Baseline Salary Grant Program, broken out by educator FTE, position code, and career and technical education (CTE) Program Type (if applicable).

MOSIS edits are provided and described in Appendix C.

STAFF UPDATES

The application process allows DESE to establish preliminary grant amounts and to determine if a proration factor is needed. However, staffing will change over the course of the year. Many vacant positions will be filled, with some filled at levels other than Bachelor's Step 1. Other vacant positions will go unfilled. Some eligible staff will begin employment late and others will cease employment early. All of these factors will affect grant amounts.

LEAs are required to certify accurate Educator Core and Educator School files in MOSIS for the October cycle. Additionally, participating LEAs will recertify Educator Core and Educator School files between February 1 and April 1. A resubmission will be required even if no changes occurred. These submissions (October and April) must contain accurate Late Hire and Early Termination dates, if applicable. DESE will use these two submissions to revise grant amounts prior to the final payment in June.

KEY DATES

Below is a table with key dates associated with TBSG funding.

ACTIVITY	DATES
Application Opens	June 17, 2025
Applications Due	August 18, 2025
MOSIS Educator Submission Due	October 31, 2025
1 st Payment Installment (50%)	December 2025
MOSIS Educator Final Resubmission	April 1, 2026
2 nd Payment Installment (50%)	June 2026

FINANCE CODING

Coding of Teacher Baseline Salary Grant funds should align with those provided in the [Missouri Financial Accounting Manual](#).

FUNCTION CODES	6100 CERTIFICATED SALARIES	6200 EMPLOYEE BENEFITS
1000 Instruction		
2000 Support Services		
3000 Community Services		

The revenue code associated with the Teacher Baseline Salary Grant is:

GRANT	REVENUE CODE
TBSG	5341

The project code associated with the Teacher Baseline Salary Grant is:

GRANT	PROJECT CODE	SOURCE CODE
TBSG	34100	3

If a teacher whose salary is supplemented through the grant program is assigned to a school that has implemented schoolwide pooling under Title I, the project coding should remain in place. DESE will include those funds in schoolwide pool calculations.

STATE REIMBURSEMENT PAYMENT

Payments for this grant program will take place in two installments – December and June. Payments will be based on data submitted through MOSIS; the LEA does not have to make a payment request through ePeGS. December payment requests will not be processed if the LEA has not completed the MOSIS October Cycle Educator submission. For the June payment, LEAs may presume that any existing staff will complete the remainder of their contract for the school year.

CONTACT INFORMATION

TOPIC	CONTACT	EMAIL	PHONE
General Grant Information	Paul Katnik, Assistant Commissioner	Paul.katnik@dese.mo.gov	573-751-2990
Application and Payment Information	Andrea Powell, Coordinator	Andrea.powell@dese.mo.gov	573-751-6653
MOSIS/Core Data	Amber Castleman, Coordinator	Coredata-mosis@dese.mo.gov	573-526-2572

APPENDIX A: APPLICATION INSTRUCTIONS

1. Login into DESE Web Applications
2. Select Compliance Plans
3. Select Teacher Salary Grant Application from the Options Menu box at the right
4. Complete Assurances
5. Upload FY 2025 Salary Schedule (.pdf or spreadsheet)
6. Upload FY 2026 Salary Schedule (.pdf or spreadsheet)
7. Download the Excel Data Template for eligible educators and vacant positions
8. Complete the template with required information (see Appendix B for file layout and specifications)
9. Upload the completed template
10. Review summary grant projection and local obligations
11. Submit grant application

APPENDIX B: TBSG TEMPLATE FIELDS

Grant Information	State Percentage	Percentage of the grant the state will pay.
	Local Match Percentage	Percentage of the grant the LEA will pay if required.
	Grant Salary	Salary target grant is based upon \$40,000, or \$46,000 if master's plus 10 years experience.
Teacher Info	First Name	First name of educator grant is requested. Enter vacant if educator is unknown.
	Last Name	Last name of the educator grant is requested. Enter vacant if educator is unknown.
	Middle	Middle name of the educator grant is requested.
	Last 4 SSN	Last four of the Social Security Number of the educator grant is requested.
	Position Code	Educator position code (40, 50, or 60 to qualify for the grant).
	FTE	Full-time equivalency (FTE) of the educator grant is requested.
Salary Schedule	Column	Salary schedule column for the educator grant is requested.
	Step	Salary schedule step for educator grant is requested.
	Salary Schedule Base Salary	Salary schedule base salary for the educator grant is requested.
	Salary Schedule TBSG	Teacher Baseline Salary Grant amount necessary to reach \$40,000 or \$46,000. (calculated field)
	Salary Subtotal	Sum of "Salary Schedule Base Salary" and "Salary Schedule TBSG".
	Salary Schedule Additional Local Funds	Include in this field any additional local funds added to the employee's base salary. These additional local funds should only include compensation for duties within the base employee contract. This includes longevity pay, compression adjustments, or any locally funded additional salary amounts. Do NOT include extra duty pay, extended contract pay, or pay for duties outside of the regular school year.
Teacher Baseline Salary Grant Allocation	Base Salary for TBSG Eligibility Calculation	"Salary Schedule Base Salary" plus the "Salary Schedule Additional Local Funds" used to determine the final TBSG.
	TBSG for Salary	\$40,000 or \$46,000 minus Teacher Baseline Salary Grant Allocation "Base Salary for TBSG Eligibility Calculation".
	TBSG for Benefits	16% of Teacher Baseline Salary Grant Allocation

		"Base Salary".
	Total TBSG	Teacher Baseline Salary Grant Allocation "TBSG for Salary" plus "TBSG for Benefits".
MOSIS Amount	Amount District Pays of Salary	Calculated field indicating the exact amount the LEA will pay from local funds for educators' salary reported in MOSIS under the Regular Term Salary field.
MOSIS Amount	State Portion of TBSG for Salary	Calculated field indicating the exact amount the LEA will pay from the state match portion of the TBSG funds for educators' salaries.
	Local Portion of TBSG For Salary	Calculated field indicating the exact amount the LEA will pay from the local match portion of the TBSG funds for educators' salaries.
	Amount District Pays of Salary from Grant Funds Reported in the MOSIS Baseline Salary Grant	Sum of the "State Portion of the TBSG for Salary" plus the "Local Portion of the TBSG for Salary" for the educator reported in MOSIS under the "BaselineSalaryGrant" field.
Not Reported in MOSIS	State Portion of TBSG for Benefits	Calculated field indicating the exact amount the LEA will pay from the state match for benefits portion of the TBSG funds for educators' salary. This is NOT reported in MOSIS.
	Local Portion of TBSG for Benefits	Calculated field indicating the exact amount the LEA will pay from the local match for the benefits portion of the TBSG funds for educators' salaries. This is NOT reported in MOSIS.
	Amount District Pays for Benefits	Sum of the "State Portion of the TBSG for Benefits" plus the "Local Portion of the TBSG for Benefits" for the educator. This is NOT reported in MOSIS

APPENDIX C: MOSIS EDITS

MOSIS Edits: Educator Core

MOSIS Edit ID	Severity	MOSIS Business Rule	MOSIS General Message
ED05610	E	BaselineSalaryGrant must be an Integer	BaselineSalaryGrant must be an integer
EDC05615	E	If BaselineSalaryGrant is not null or 0, then at least one Educator School record must exist where EDS.PosCode must equal 40, 50, or 60 matching on currentschoolyear, reportingdistrictcode, EDSSN.	BaselineSalaryGrant is not allowed
EDC05620	W	Sum of EDC.EDRegTermSal + EDC.BaselineSalaryGrant records cannot exceed 40,000 or the appropriate ratio of EDS.FTE to 40,000, matching on currentschool year, reportingdistrictcode, EDSSN. (Example: 1.0 FTE cannot exceed \$40,000. If FTE is 0.5, cannot exceed \$20,000. If FTE 0.75, cannot exceed \$30,000, etc.)	Sum of RegularTermSalary and BaselineSalaryGrant is not valid based on FTE

MOSIS Edits: Educator School File

MOSIS Edit ID	Severity	MOSIS Business Rule	MOSIS General Message
EDS03110	E	BaselineSalaryGrant must be an integer	BaselineSalaryGrant must be an integer.
EDS03115	E	Sum of EDS.BaselineSalaryGrant records must equal EDC.BaselineSalaryGrant matching on currentschool year, reportingdistrictcode, EDSSN.	The sum of the Baseline Salary Grant in the Educator School records does not equal the Educator Core Baseline Salary Grant amount.
EDS03120	E	If EDS.BaselineSalaryGrant is not null or 0, then Educator School record must exist where EDS.PosCode must equal 40, 50, or 60.	BaselineSalaryGrant is only allowed to be reported for position codes 40, 50, or 60.
EDS03130	E	If EDS.BaselineSalaryGrant is not null then the EDSSN must have at least .01 FTE (in the EdSchool File) in at least one of these PosCode (40, 50, 60).	Educator must have at least 0.01 FTE in the EDSchool file in at least one of these positions (40, 50, 60).

APPENDIX D: SALARY SCHEDULE EXAMPLES

Example Salary Schedule – No Additional Local Funds to Report							
Salary Step/Education Level	B.S.	Anticipated State Salary Contribution Amount	Total Salary to be Paid	Salary Step/Education Level	MASTERS +10	Anticipated State Salary Contribution Amount	Total Salary to be Paid
1	33,000	7,000	40,000	11	45,500	500	46,000
2	33,500	6,500	40,000	12	46,000	0	46,000
3	34,000	6,000	40,000	13	46,500	0	46,500
4	34,500	5,500	40,000	14	47,000	0	47,000
**The state contribution amount is contingent that FY 2026 funding is appropriated for FY 2026. The LEA should have a contingency plan in place in the event the FY 2026 grant funds are not appropriated.							

Example Salary Schedule – Additional Local Funds to Report									
Salary Step/Education Level	B.S.	Anticipated State Salary Contribution Amount	Local Funds	Total Salary to be Paid	Salary Step/Education Level	MASTERS +10	Anticipated State Salary Contribution Amount	Local Funds	Total Salary to be Paid
1	33,000	7,000	0	40,000	11	44,500	1,500	0	46,000
2	33,500	6,500	100	40,100	12	45,000	1,000	250	46,250
3	34,000	6,000	200	40,200	13	45,500	500	550	46,550
4	34,500	5,500	300	40,300	14	46,000	0	750	46,750
**The state contribution amount is contingent that FY 2026 funding is appropriated for FY 2026. The LEA should have a contingency plan in place in the event the FY 2026 grant funds are not appropriated.									

Note: additional local funds reduce the grant award amount. For example, a teacher that falls under Step 2, BS has a base salary of \$33,500 with \$6,500 listed for the TBSG amount and \$100 in local additional funds for a total salary to be paid of \$40,100. The actual state salary contribution amount for this step would be \$6,400 because the grant award amount is calculated using the regular term salary. The regular term salary is the base salary plus any additional local funds. In this example, the LEA local fund portion would actually be \$200 in order to meet the total salary to be paid of \$40,100. On the following page, tables are provided to show how the regular term salary and state contribution amounts are calculated when taking into consideration additional local funds.

Regular Term Salary Calculation	
Base Salary for Step 2, BS	\$33,500
Local Additional Funds	(+) \$100
Regular Term Salary Local Amount	\$33,600

State Salary Contribution Calculation	
Baseline Salary Amount	\$40,000
Regular Term Salary	(-) \$33,600
State Salary Contribution Amount	\$6,400

Actual LEA Local Additional Funding Amount	
Total Salary to be Paid	\$40,100
Base Salary Amount	(-) \$33,500
State Contribution Amount	(-) \$6,400
Net Local Funds Amount	\$200